The 5 Vector Model for Navy's Civilian Workforce

Shaping the workforce…

Supporting the war-fighter…

Securing our future…

Knowledge Produces Results

"If a man empties his purse into his head, no man can take it away from him. An investment in knowledge always pays the best interest."

– Benjamin Franklin

Civilian Community Management (CCM) Review

- “Perfect storm” for community management is happening now
- Competencies are the basic elements, describe the work of communities
- Competencies are validated with job analysis surveys
- Validated competencies are the building blocks of career road maps

What is a Competency?

"An observable, measurable pattern of skills, knowledge, abilities, behaviors, and other characteristics that an individual needs to perform work roles or occupational functions successfully."

– *Office of Personnel Management*

The SkillsNET™ Taxonomy and Validation Process

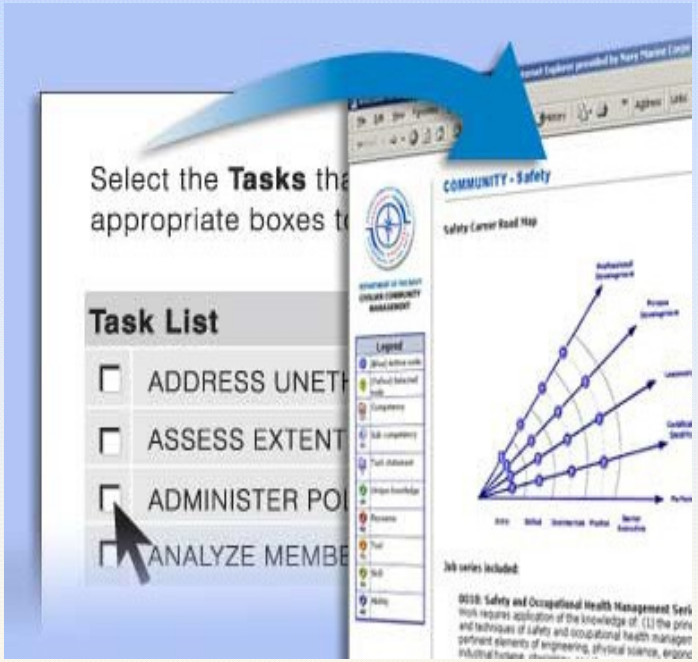
Skill Object™

- Job Analysis Survey
  - 2 separate groups of Subject Matter Experts create survey items
  - All job incumbents are asked to respond
- Content Validity
  - Representative Sample
  - Job-relatedness

Building Career Road Maps or 5 Vector Models

What goes in to a 5VM?

- Job analysis surveys provide the building blocks: *validated competencies*
- OPM and industry provide: *qualifications and certifications*
- Subject matter experts and instructional specialists identify: *developmental opportunities*



The Big Picture

Leadership empowered with best Total Force value

5Xs Right
* Right Person * Right Place * Right Time
* Right Competencies * Right Motivation

➡ **Best Value**

workforce empowered with career management

Civilians
- Civil Servants
- Contractors

Sea Warrior

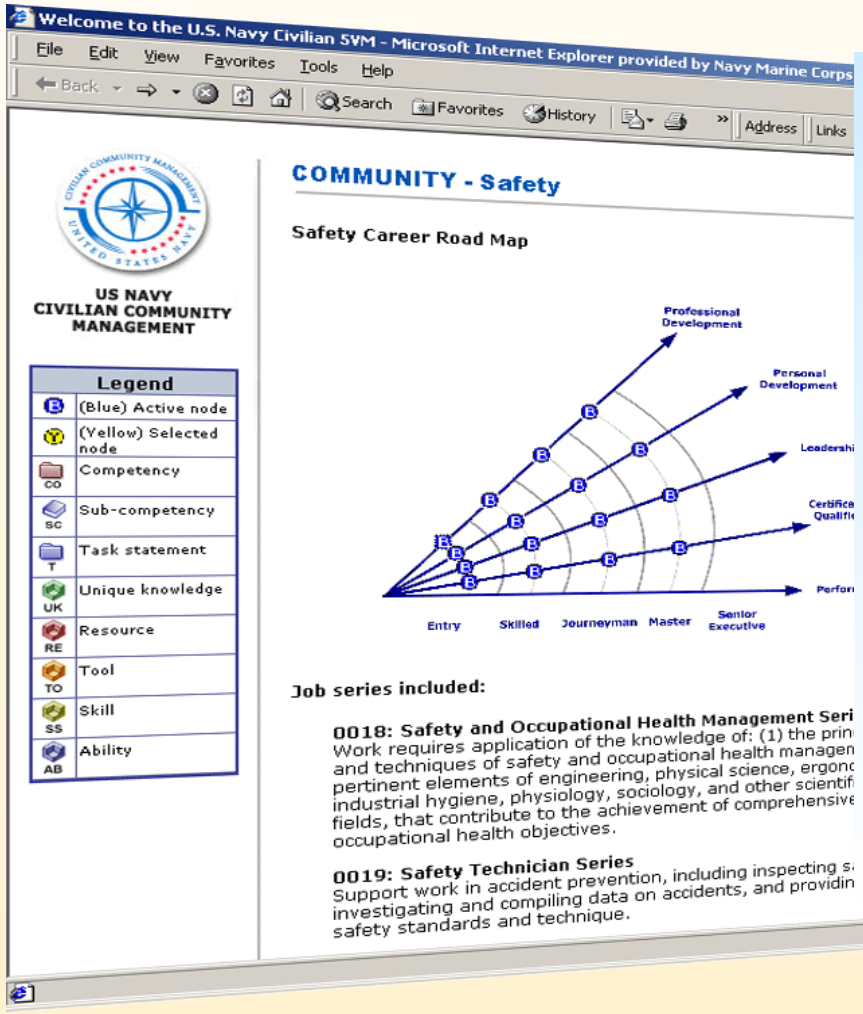
NKO

5VM

Military
- Officers
- Enlisted

validated competencies ⟷ linked ⟷ developmental opportunities

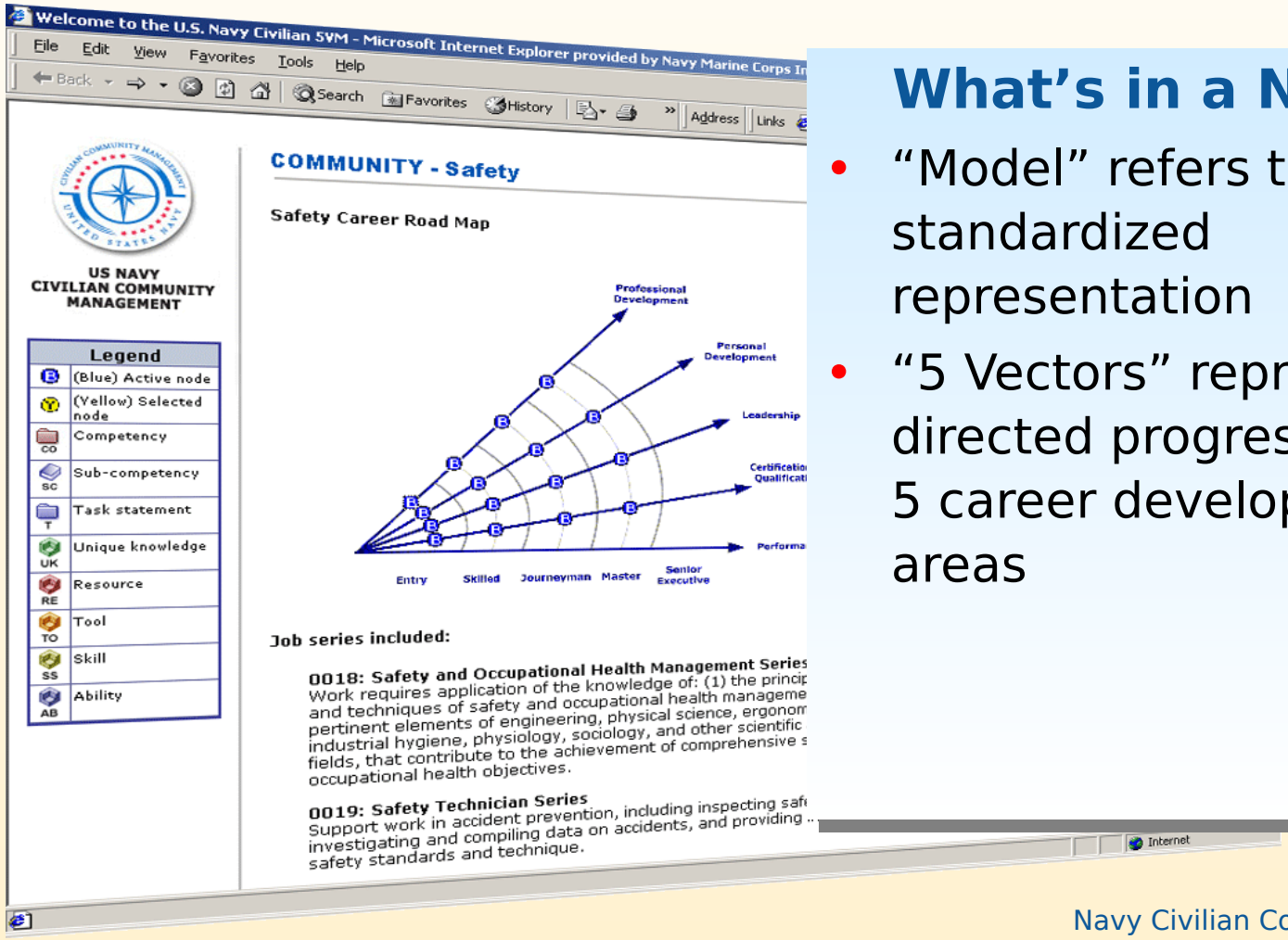
5 Vector Model at a Glance



What Is It?

- Primary tool for career planning
- Features macro and micro views of career roadmaps
- Easy-to-use online resource
- Based on military version for Total Force integration

5 Vector Model at a Glance

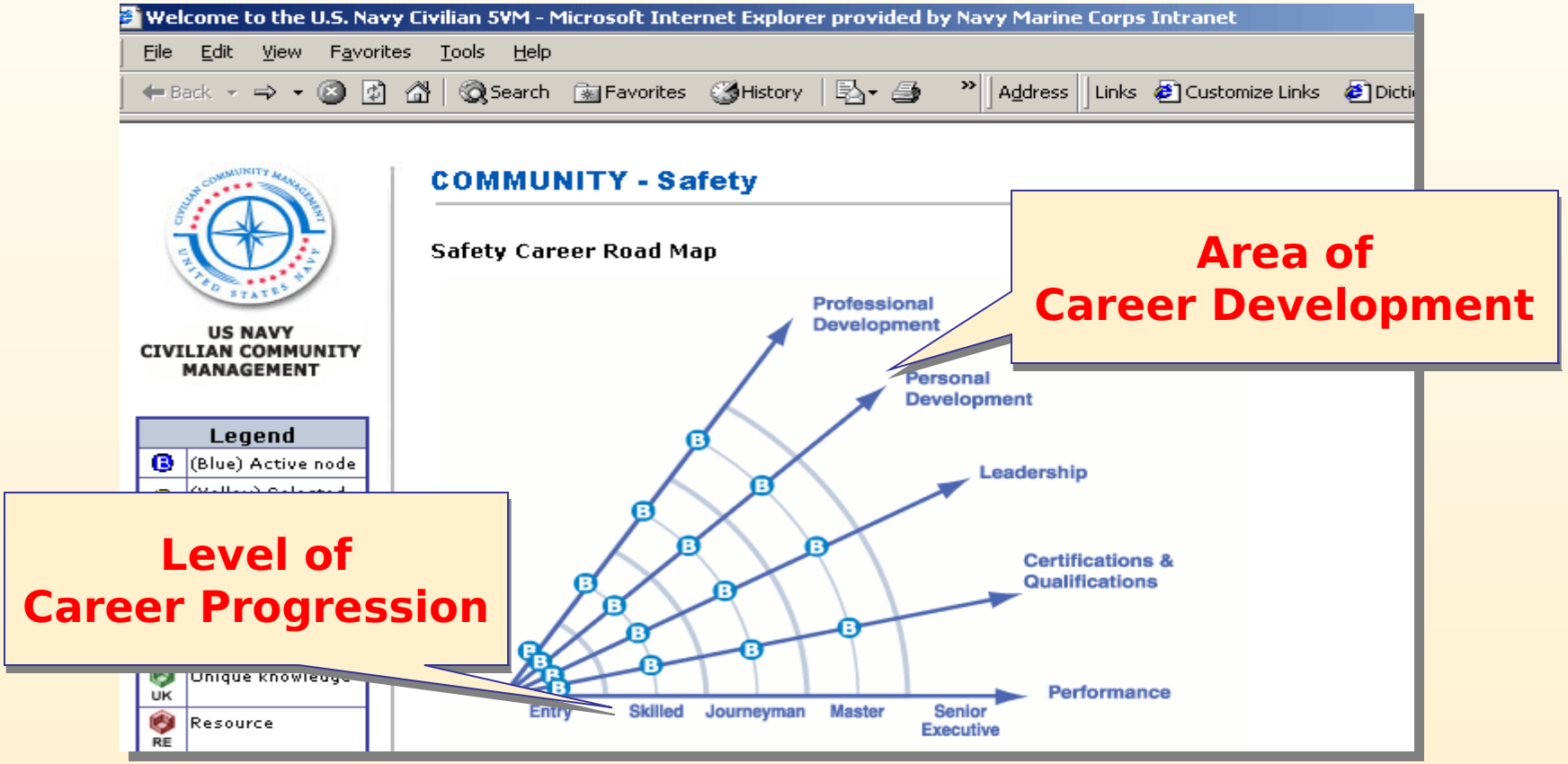


What's in a Name?

- "Model" refers to a standardized representation
- "5 Vectors" represent directed progression in 5 career development areas

5 Vector Model at a Glance

Understanding the 5VM Screen



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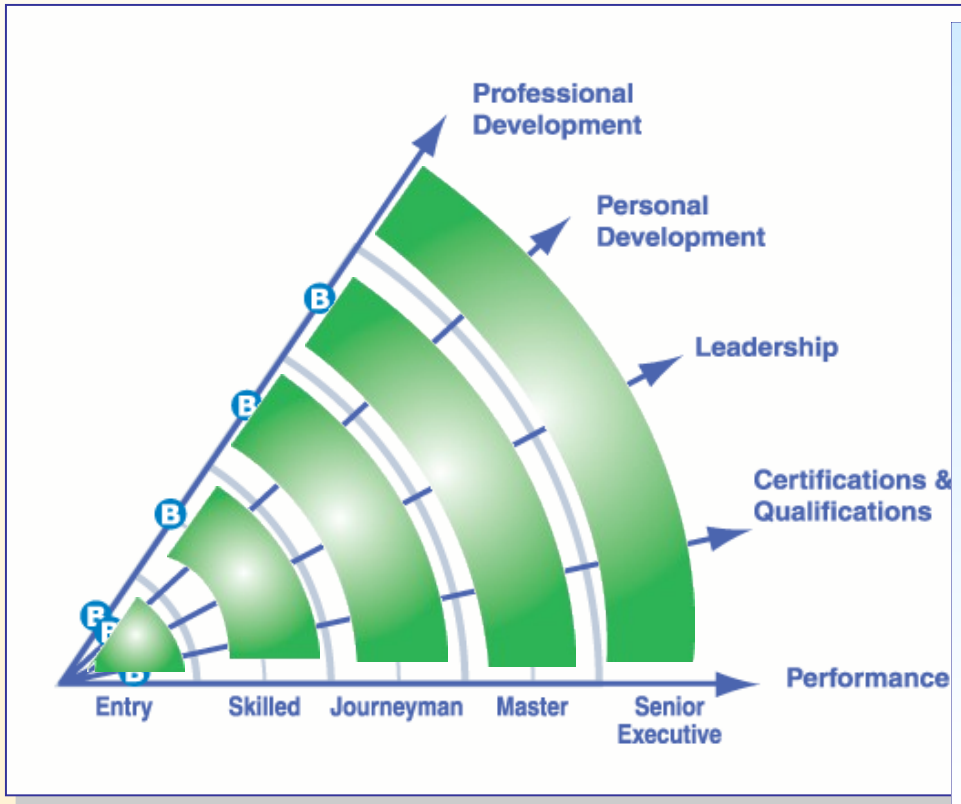


Career Progression

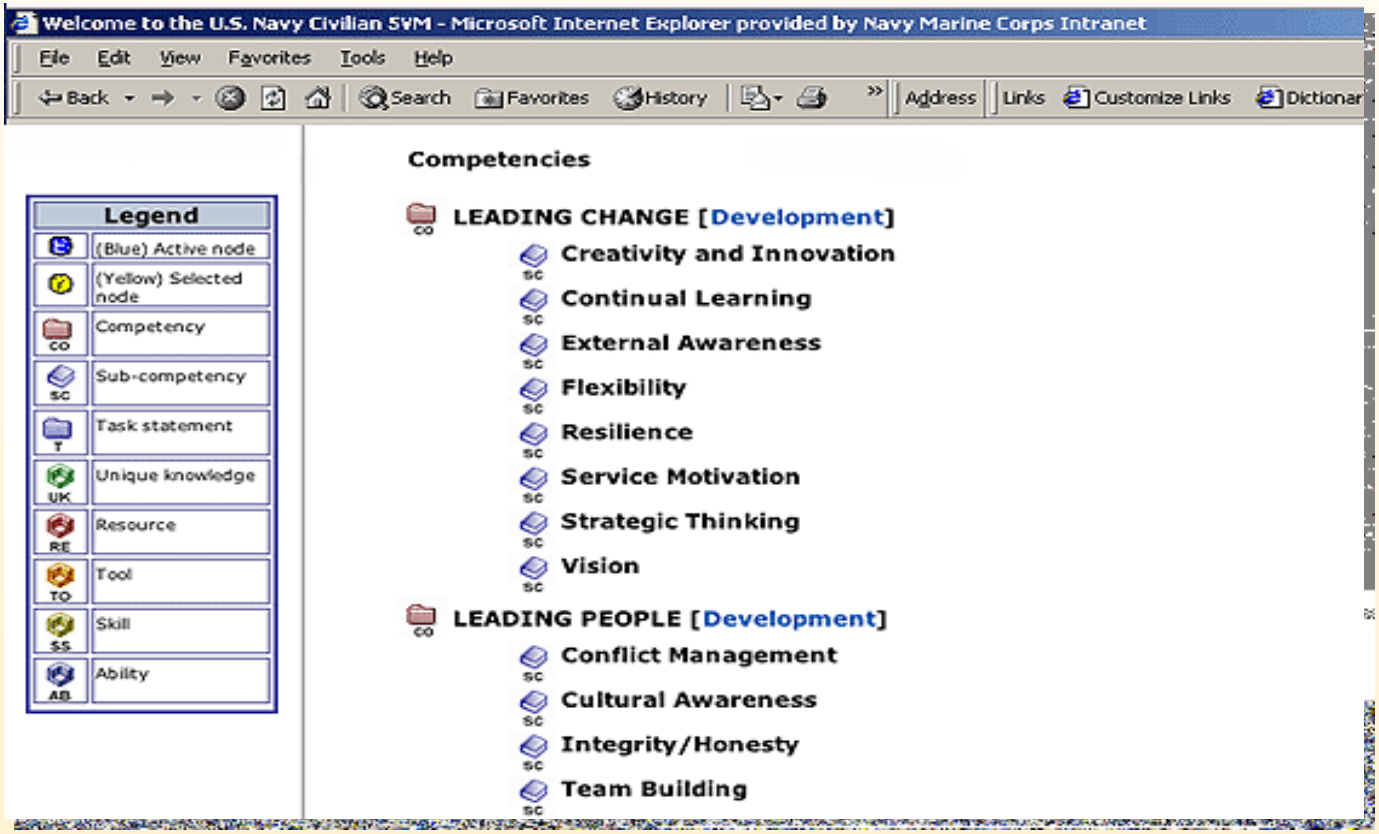
- As you follow the direction of the vectors, you progress through career levels, covering more ground and widening your horizons

5 Vector Model at a Glance

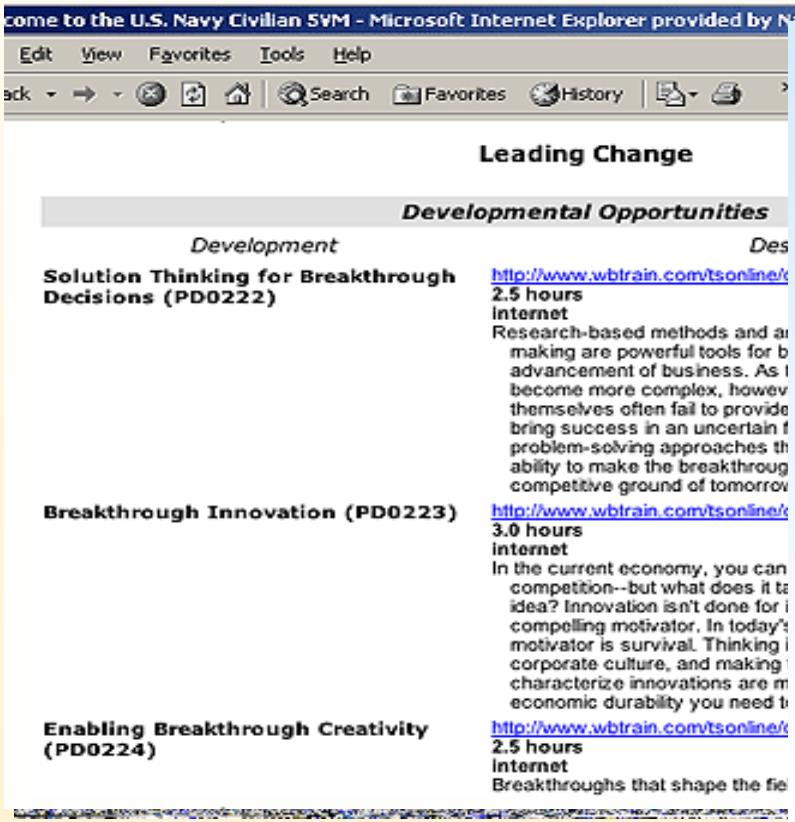
How Will it Work?

- Select a career level (e.g. Master)
- Select a development area (e.g. Leadership)
- Click on the node at intersection to see career development elements

5 Vector Model:
A Closer Look Inside a Node



5 Vector Model:
A Closer Look at Development Opportunities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Edit View Favorites Tools Help

Search Favorites History

Leading Change

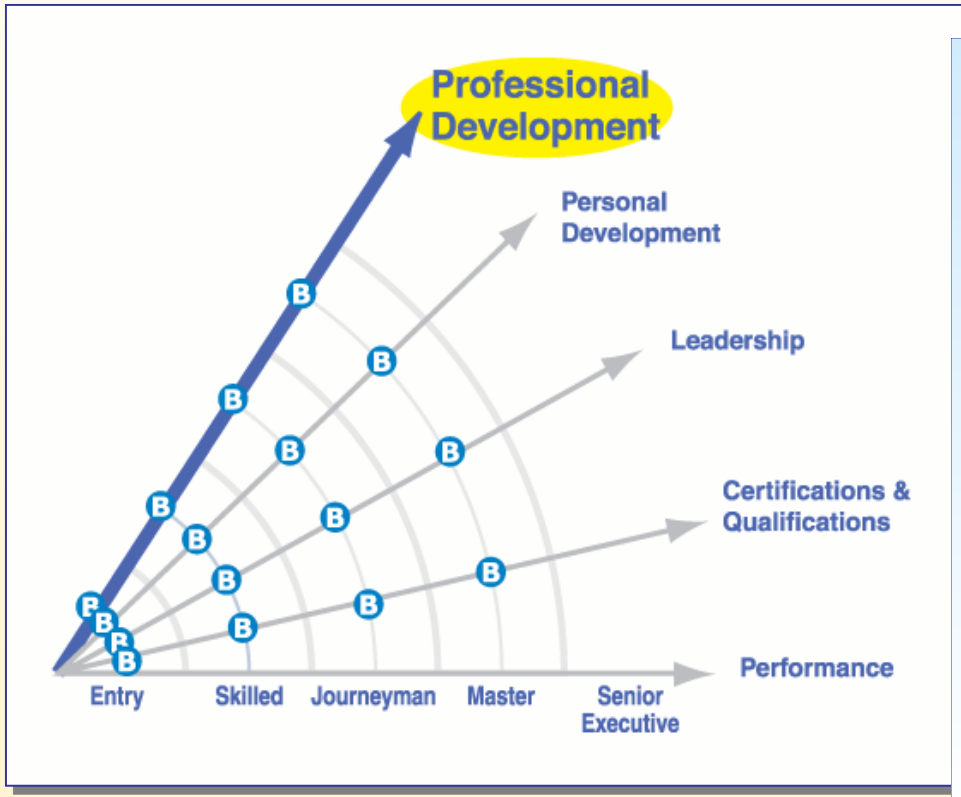
Developmental Opportunities

Development	*Des*
Solution Thinking for Breakthrough Decisions (PD0222)	http://www.wbtrain.com/tsonline/ **2.5 hours** **internet** Research-based methods and a making are powerful tools for b advancement of business. As become more complex, howev themselves often fail to provide bring success in an uncertain problem-solving approaches th ability to make the breakthroug competitive ground of tomorrow
Breakthrough Innovation (PD0223)	http://www.wbtrain.com/tsonline/ **3.0 hours** **internet** In the current economy, you can competition--but what does it ta idea? Innovation isn't done for compelling motivator. In today's motivator is survival. Thinking corporate culture, and making characterize innovations are m economic durability you need t
Enabling Breakthrough Creativity (PD0224)	http://www.wbtrain.com/tsonline/ **2.5 hours** **internet** Breakthroughs that shape the fie

Developmental opportunities may include:

- Traditional training classes
- Academic credit courses
- Distributed learning events (broadcast, correspondence, internet)
- Rotational job assignments
- On-the-job experiences
- Hybrid courses

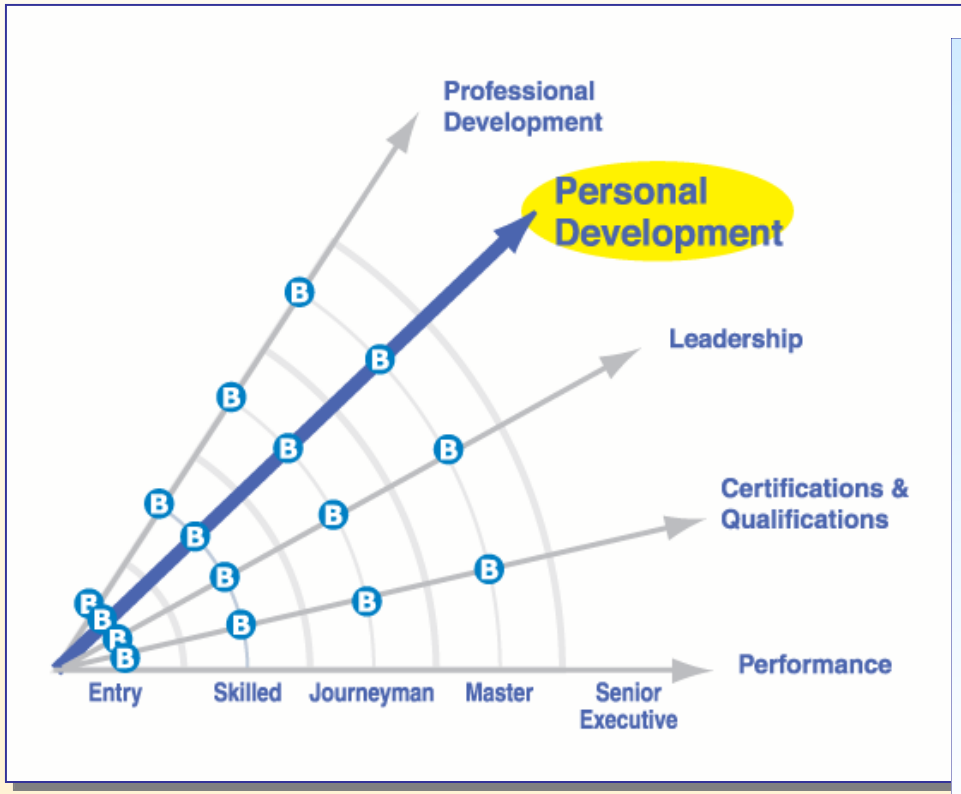
Professional Development Vector



How Will it Work?

- Occupation-specific, differentiates communities
- Competencies and Development Opportunities
- Examples: Risk Communications, Data Modeling

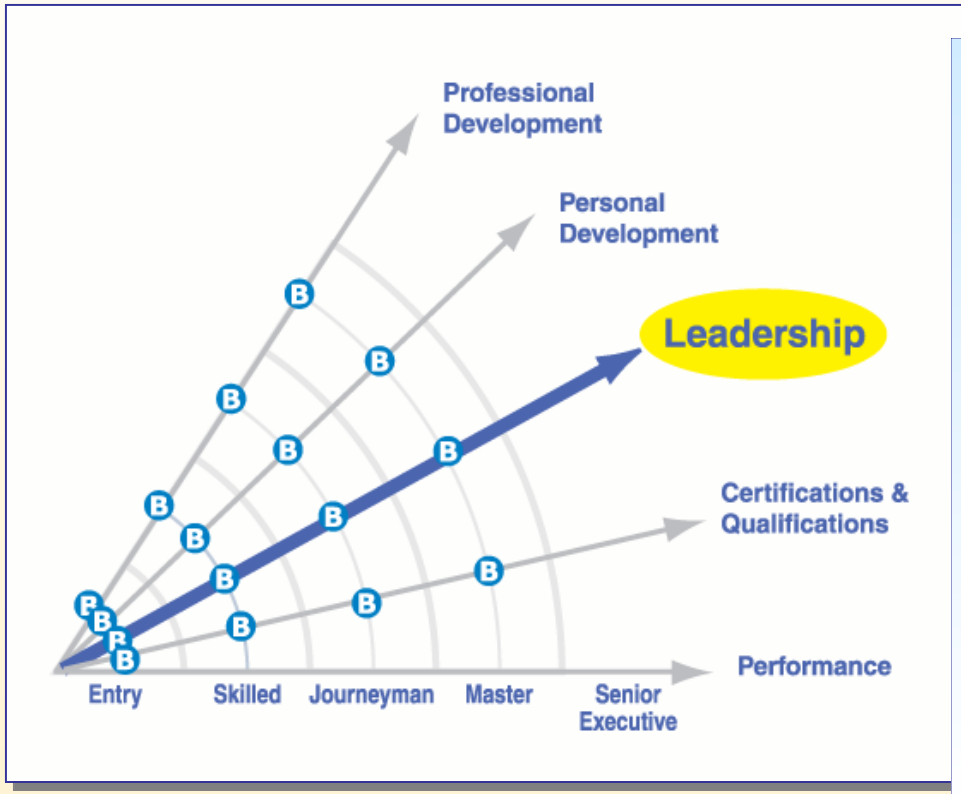
Personal Development Vector



How Will it Work?

- Common to all communities
- Addresses government suitability, foundational competencies, and more
- Competencies and Development Opportunities
- Examples: Time Management, Navy Core Values

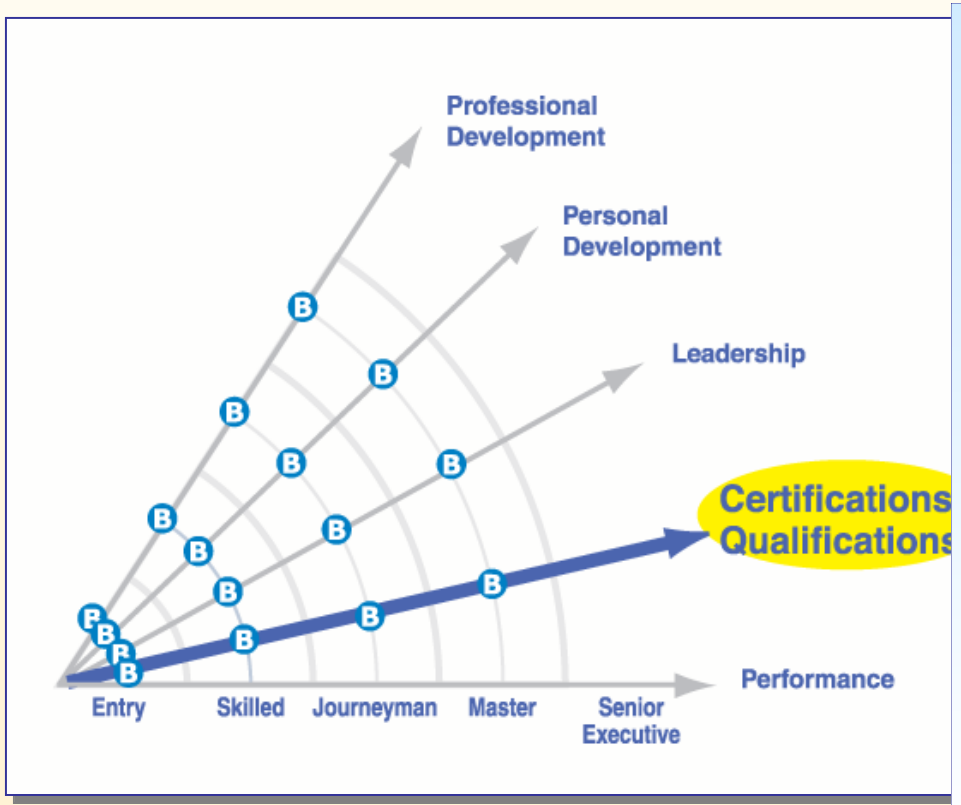
Leadership Vector



How Will it Work?

- Common to all communities
- Based on OPM's Executive Core Qualifications
- Competencies and Development Opportunities
- Examples: Leading Change, Leading People, Building Coalitions

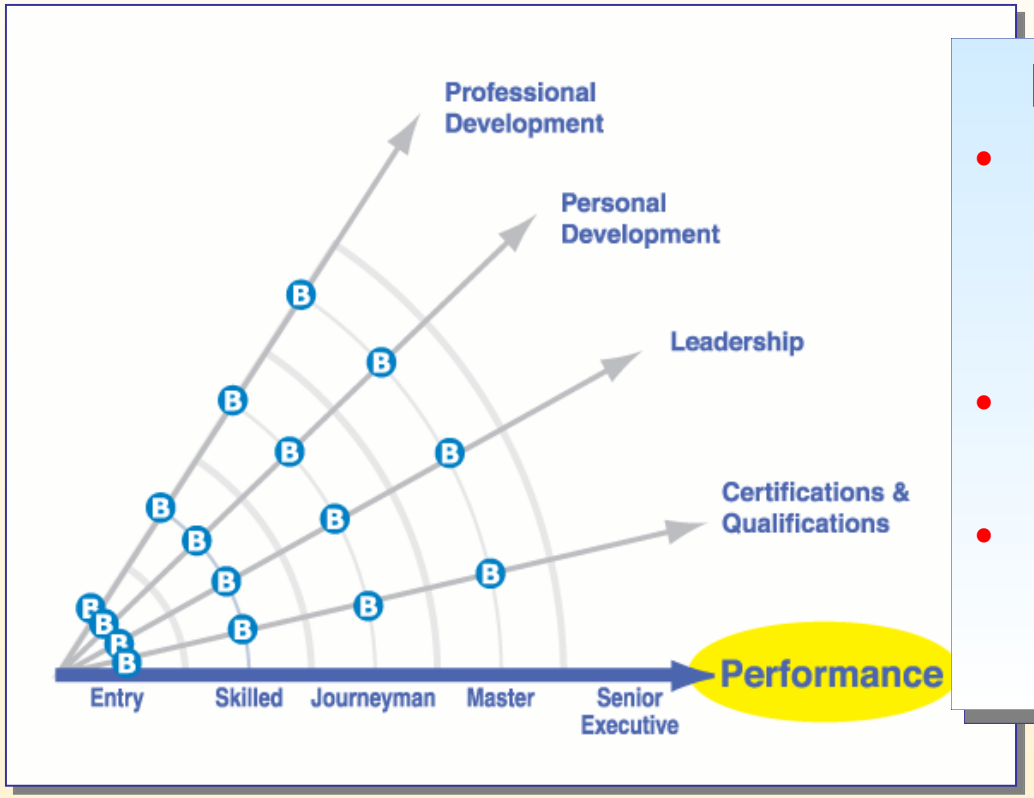
Certifications & Qualifications Vector



How Will it Work?

- Occupation-specific, differentiates communities
- Includes minimum qualifications, certifications, licensures, education
- Examples: 2 years specialized experience, Microsoft Certified Systems Engineers (MCSE), Certified Public Accountant

Performance Vector



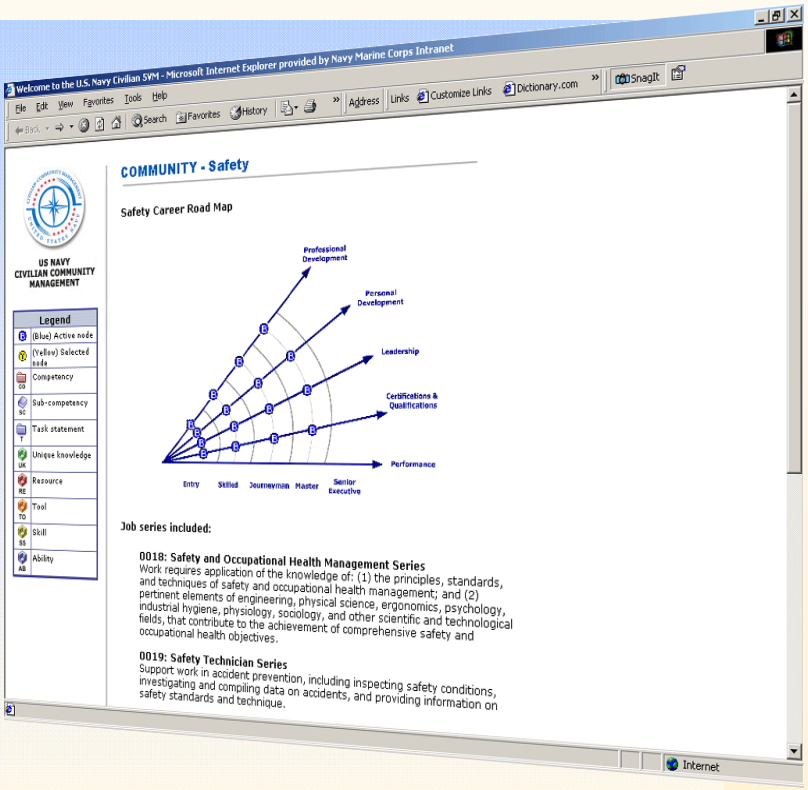
How Will it Work?

- Assesses the employee's overall performance, taking into account all vectors
- Content development in progress
- Will be influenced by NSPS

5 Vector Model Impact

Helps Navy Civilians:

- Stay on leading edge of their professions
- Learn how to maximize performance in their current jobs and better prepare for related positions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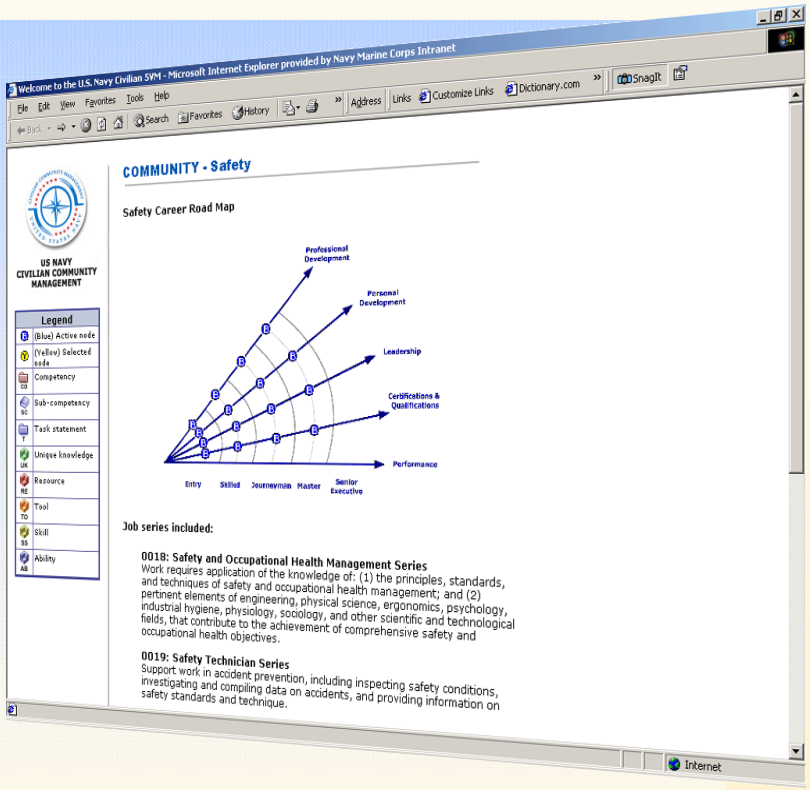
COMMUNITY - Safety
Safety Career Road Map
US NAVY CIVILIAN COMMUNITY MANAGEMENT
Legend
Professional Development
Personal Development
Leadership
Certifications & Qualifications
Performance
Entry
Skilled
Journeyman
Master
Senior Executive
Job series included:
0018: Safety and Occupational Health Management Series
Work requires application of the knowledge of: (1) the principles, standards, and techniques of safety and occupational health management; and (2) pertinent elements of engineering, physical science, ergonomics, psychology, industrial hygiene, physiology, sociology, and other scientific and technological fields, that contribute to the achievement of comprehensive safety and occupational health objectives.
0019: Safety Technician Series
Support work in accident prevention, including inspecting safety conditions, investigating and compiling data on accidents, and providing information on safety standards and technique.
Internet

5 Vector Model Impact

Helps Navy Managers by providing:

- Standardized career roadmaps for mentoring and coaching
- Templates for individual development plans (IDPs)
- Occupation-specific framework (more accuracy) for implementing NSPS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Legend
(Blue) Active node
(Yellow) Selected node
Competency
Sub-competency
Task statement
Unique knowledge
Resource
Tool
Skill
Ability
Job series included:
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Final Thoughts

5 Vector Model:

- Impacts strategic, operational, financial aspects of Navy's Human Capital Strategy
- Advances Total Force approach and Sea Warrior initiatives
- Standardizes civilian and military competencies

Your participation **in the job analysis survey is critical to the quality of competencies and 5 vector models.**

Learn More

- Visit: https://www.ccm.navy.mil/
- E-mail: michelle.leblanc@navy.mil
- Your Community Manager: rebecca.steely@navy.mil

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SAME MISSION DIFFERENT UNIFORM
Monday, June 27, 2005
IN THE NEWS
Workforce Planning Broadens Navy's Horizons
Competency Review
Our Vision
CCM Hosts Conference for Navy Training and Personnel Policy Executives

That’s all for now…

It’s your career; it’s your future, and it needs your attention every day!

Suggestions and requests to:

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